BETWEEN

GREATER LAWRENCE REGIONAL FEDERATION OF TEACHERS AND THE

GREATER LAWRENCE REGIONAL TECHNICAL HIGH SCHOOL DISTRICT COMMITTEE

APPENDIX B - COACHES AND ADVISOR'S STIPENDS

This MEMORANDUM OF AGREEMENT is entered into by and between the Greater Lawrence Regional Federation of Teachers, Local 1707, American Federation of Teachers (AFT), AFT Massachusetts, AFL-CIO (hereinafter, the "Federation") and the Greater Lawrence Regional Technical High School District Committee (herein after the "District").

WHEREAS, the Federation and the District entered into a collective bargaining agreement for the period July 1, 2017 through and including June 30, 2020; and

WHEREAS, said representatives of the Federation and the District have ratified and agreed to a successor agreement for the period of July 1, 2017, through and including June 30, 2020 which included Appendix B – Coaches and Advisor's Salaries;

WHEREAS the District has raised the issue of errors in the compensation for certain positions listed in Appendix B – Coaches and Advisor's Salaries;

WHEREAS the District now wishes to include new positions in Appendix B – Coaches and Advisor's Salaries;

WHEREAS, the duly-authorized representatives of the Federation and the duly authorized representatives of the District have met, pursuant to Massachusetts General Laws, Chapter 150E, to negotiate changes to Appendix B – Coaches and Advisor's Salaries; and

NOW, THEREFORE, in consideration of mutual promises and covenants, the parties hereto agree as follows:

1. The Collective Bargaining Agreement in effect for the period July 1, 2017 through and including June 30, 2020, shall be in full force and effect for the period July 1, 2017 through and including June 30, 2020, except as modified by this **MEMORANDUM OF AGREEMENT**.

Proposed changes are shown as follows: inserted/new language in *bold italics*, and deleted language with a strikethrough.

BETWEEN

GREATER LAWRENCE REGIONAL FEDERATION OF TEACHERS AND THE

GREATER LAWRENCE REGIONAL TECHNICAL HIGH SCHOOL DISTRICT COMMITTEE

APPENDIX B - COACHES AND ADVISOR'S STIPENDS

2. Effective July 1, 2017 Appendix B – Coaches and Advisor's Salaries is amended as follows:

a. Change the compensation for the position of Fall Cheerleading Junior Varsity to read:

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EALL CHEEDLEADING	[second many Americans]	1	1-0-0	1	1 0	í
FALL CHEERLEADING	I IIIIIOR VARSITV	52.475	\$2.848	\$3,033	(53.21X)	
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b. Change the compensation for the positions of Indoor Track Asst (1), and Indoor Track Asst (2) to read:

INDOOR TRACK	Asst (1)	\$3,962	\$4,333	\$4,521	\$4,710
	Asst (2)	\$3,962	\$4,333	\$4,521	\$4,710

c. Change the compensation for the position of Summer Physical Conditioning Head Coach to read:

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SUMMER PHYSICAL CONITIONING	Head Coach	\$2,361	\$2,570	\$2,754	\$2,942

d. Add the new position of Volleyball Asst (2):

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VOLLEVRALL	Acct()	\$2 EXO }	\$3,962	S4.146	5/1 222 9	
Y OLLE I DI ILL	1031(2)	マンテノンツ	77,704	740140 ;	741777	

e. Add the new positon of Softball Asst (3):

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j	COLLEGE	A+/2\	4- 4-6	٠٥	4- 60-	1-06-
- 1	SOFIBALL	ASST (3)	\$3,126	\$3,498	\$3.683	\$3,869

f. Add the new position of Baseball Asst (3):

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3. Effective July 1, 2017 delete the current Appendix B – Coaches and Advisor's Salaries and replace with the following:

Proposed changes are shown as follows: inserted/new language in *bold italics*, and deleted language with a strikethrough.

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BETWEEN

GREATER LAWRENCE REGIONAL FEDERATION OF TEACHERS AND THE

GREATER LAWRENCE REGIONAL TECHNICAL HIGH SCHOOL DISTRICT COMMITTEE

APPENDIX B - COACHES AND ADVISOR'S STIPENDS

Head Trainer Trainer - Assistant 9th 10th 11th 12th tional Honor Society Student Council Year Book School Paper All Other Clubs Varsity Junior Varsity Head Coach Asst (1) Head Coach	\$10,669 \$4,472 \$1,593 \$1,632 \$1,782 \$2,969 \$1,782 \$1,782 \$1,782 \$1,782 \$1,593 \$4,089 \$2,475 \$4,333 \$3,033	\$11,824 \$4,663 \$1,782 \$1,930 \$2,078 \$3,267 \$2,078 \$2,078 \$2,078 \$1,688 \$4,458 \$2,848	\$12,401 \$4,855 \$2,078 \$2,226 \$2,376 \$3,563 \$2,376 \$2,376 \$4,158 \$2,376 \$1,779 \$4,649 \$3,033	\$12,97 \$5,048 \$2,376 \$2,524 \$2,674 \$3,861 \$2,674 \$2,674 \$4,454 \$2,674 \$1,872 \$4,840 \$3,218
9th 10th 11th 12th tional Honor Society Student Council Year Book School Paper All Other Clubs Varsity Junior Varsity Head Coach Asst (1)	\$1,593 \$1,632 \$1,782 \$2,969 \$1,782 \$1,782 \$3,563 \$1,782 \$1,593 \$4,089 \$2,475	\$1,782 \$1,930 \$2,078 \$3,267 \$2,078 \$2,078 \$3,861 \$2,078 \$1,688 \$4,458 \$2,848	\$2,078 \$2,226 \$2,376 \$3,563 \$2,376 \$2,376 \$4,158 \$2,376 \$1,779	\$2,376 \$2,524 \$2,674 \$3,861 \$2,674 \$2,674 \$4,454 \$2,674 \$1,872
10th 11th 12th tional Honor Society Student Council Year Book School Paper All Other Clubs Varsity Junior Varsity Head Coach Asst (1)	\$1,632 \$1,782 \$2,969 \$1,782 \$1,782 \$3,563 \$1,782 \$1,593 \$4,089 \$2,475	\$1,930 \$2,078 \$3,267 \$2,078 \$2,078 \$3,861 \$2,078 \$1,688 \$4,458 \$2,848	\$2,226 \$2,376 \$3,563 \$2,376 \$2,376 \$4,158 \$2,376 \$1,779	\$2,524 \$2,674 \$3,86 \$2,674 \$2,674 \$4,456 \$2,674 \$1,872
10th 11th 12th tional Honor Society Student Council Year Book School Paper All Other Clubs Varsity Junior Varsity Head Coach Asst (1)	\$1,632 \$1,782 \$2,969 \$1,782 \$1,782 \$3,563 \$1,782 \$1,593 \$4,089 \$2,475	\$1,930 \$2,078 \$3,267 \$2,078 \$2,078 \$3,861 \$2,078 \$1,688 \$4,458 \$2,848	\$2,226 \$2,376 \$3,563 \$2,376 \$2,376 \$4,158 \$2,376 \$1,779	\$2,524 \$2,674 \$3,86 \$2,674 \$2,674 \$4,454 \$2,674 \$1,872
11th 12th tional Honor Society Student Council Year Book School Paper All Other Clubs Varsity Junior Varsity Head Coach Asst (1)	\$1,782 \$2,969 \$1,782 \$1,782 \$3,563 \$1,782 \$1,593 \$4,089 \$2,475	\$2,078 \$3,267 \$2,078 \$2,078 \$3,861 \$2,078 \$1,688 \$4,458 \$2,848	\$2,376 \$3,563 \$2,376 \$2,376 \$4,158 \$2,376 \$1,779	\$2,672 \$3,86 \$2,672 \$2,672 \$4,454 \$2,672 \$1,872
tional Honor Society Student Council Year Book School Paper All Other Clubs Varsity Junior Varsity Head Coach Asst (1)	\$1,782 \$1,782 \$3,563 \$1,782 \$1,593 \$4,089 \$2,475	\$3,267 \$2,078 \$2,078 \$3,861 \$2,078 \$1,688 \$4,458 \$2,848	\$3,563 \$2,376 \$2,376 \$4,158 \$2,376 \$1,779	\$3,86 \$2,672 \$2,672 \$4,454 \$2,672 \$1,872
Student Council Year Book School Paper All Other Clubs Varsity Junior Varsity Head Coach Asst (1)	\$1,782 \$3,563 \$1,782 \$1,593 \$4,089 \$2,475	\$2,078 \$3,861 \$2,078 \$1,688 \$4,458 \$2,848	\$2,376 \$4,158 \$2,376 \$1,779 \$4,649	\$2,674 \$4,454 \$2,674 \$1,872 \$4,844
Student Council Year Book School Paper All Other Clubs Varsity Junior Varsity Head Coach Asst (1)	\$1,782 \$3,563 \$1,782 \$1,593 \$4,089 \$2,475	\$2,078 \$3,861 \$2,078 \$1,688 \$4,458 \$2,848	\$2,376 \$4,158 \$2,376 \$1,779 \$4,649	\$2,674 \$4,454 \$2,674 \$1,872 \$4,844
Year Book School Paper All Other Clubs Varsity Junior Varsity Head Coach Asst (1)	\$3,563 \$1,782 \$1,593 \$4,089 \$2,475 \$4,333	\$3,861 \$2,078 \$1,688 \$4,458 \$2,848	\$4,158 \$2,376 \$1,779 \$4,649	\$4,454 \$2,674 \$1,872 \$4,844
School Paper All Other Clubs Varsity Junior Varsity Head Coach Asst (1)	\$1,782 \$1,593 \$4,089 \$2,475 \$4,333	\$2,078 \$1,688 \$4,458 \$2,848	\$2,376 \$1,779 \$4,649	\$2,674 \$1,872 \$4,840
Varsity Junior Varsity Head Coach Asst (1)	\$1,593 \$4,089 \$2,475 \$4,333	\$1,688 \$4,458 \$2,848	\$1,779 \$4,649	\$1,872 \$4,840
Varsity Junior Varsity Head Coach Asst (1)	\$4,089 \$2,475 \$4,333	\$4,458 \$2,848	\$4,649	\$4,840
Junior Varsity Head Coach Asst (1)	\$2,475 \$4,333	\$2,848	3	
Junior Varsity Head Coach Asst (1)	\$2,475 \$4,333	\$2,848	3	
Asst (1)		\$5,287		E
Asst (1)		\$5,287		ļ
	\$3,033	·}	\$5,480	\$5,669
Head Coach		\$3,218	\$3,404	\$3,589
	\$5,576	\$5,960	\$6,153	\$6,343
Asst (1)	\$3,962	\$4,333	\$4,519	\$4,710
Asst (2)	\$3,589	\$3,962	\$4,146	\$4,33
Head Coach	\$5,576	\$5,960	\$6,153	\$6,343
Asst (1)	\$3,683	\$4,054	\$4,242	\$4,426
Asst (2)	\$3,589	\$3,962	\$4,146	\$4,333
Head Coach	\$3,777	\$4,146	\$4,333	\$4,519
Head Coach	\$4,333	\$5,287	\$5,480	\$5,669
Asst (1)	\$3,962	\$4,333	\$4,521	\$4,710
Hoad Coach	ć0.334	60.708	è0.001	\$10,09
***************************************	****		**************************************	\$6,153
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		î		\$5,770
		*****************		\$5,576
				\$5,190
***************************************		***************************************		\$5,190 \$4,710
		יייייייייייייייייייייייייייייייייייייי	J. M.J. J.	3 30, 10
Varsity	\$4,089	\$4,458	\$4,649	\$4,840
Junior Varsity	\$2,475	\$2,848	\$3,033	\$3,218
Head Coach	¢ε 100	¢c e76	¢E 760	\$5,960
		{,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,		\$4,806
			·\$1,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	\$4,806
	Asst (1) Head Coach Asst (1) Asst (2) Asst (3) Asst (4) Asst (5) Asst (6) Asst (7) Varsity Junior Varsity Head Coach Asst (1)	Head Coach \$4,333 Asst (1) \$3,962 Head Coach \$9,324 Asst (1) \$5,383 Asst (2) \$4,997 Asst (3) \$4,806 Asst (4) \$4,426 Asst (5) \$4,333 Asst (6) \$4,196 Asst (7) \$3,962 Varsity \$4,089 Junior Varsity \$2,475 Head Coach \$5,190 Asst (1) \$4,053	Head Coach \$4,333 \$5,287 Asst (1) \$3,962 \$4,333 Head Coach \$9,324 \$9,708 Asst (1) \$5,383 \$5,576 Asst (2) \$4,997 \$5,383 Asst (3) \$4,806 \$5,383 Asst (4) \$4,426 \$5,190 Asst (5) \$4,333 \$4,806 Asst (6) \$4,196 \$4,806 Asst (7) \$3,962 \$4,333 Varsity \$4,089 \$4,458 Junior Varsity \$2,475 \$2,848 Head Coach \$5,190 \$5,576	Head Coach \$4,333 \$5,287 \$5,480 Asst (1) \$3,962 \$4,333 \$4,521 Head Coach \$9,324 \$9,708 \$9,901 Asst (1) \$5,383 \$5,576 \$5,770 Asst (2) \$4,997 \$5,383 \$5,576 Asst (3) \$4,806 \$5,383 \$5,576 Asst (4) \$4,426 \$5,190 \$5,383 Asst (5) \$4,333 \$4,806 \$4,997 Asst (6) \$4,196 \$4,806 \$4,997 Asst (7) \$3,962 \$4,333 \$4,519 Varsity \$4,089 \$4,458 \$4,649 Junior Varsity \$2,475 \$2,848 \$3,033 Head Coach \$5,190 \$5,576 \$5,769 Asst (1) \$4,053 \$4,427 \$4,613

Proposed changes are shown as follows: inserted/new language in *bold italics*, and deleted language with a strikethrough.

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BETWEEN GREATER LAWRENCE REGIONAL FEDERATION OF TEACHERS AND THE

GREATER LAWRENCE REGIONAL TECHNICAL HIGH SCHOOL DISTRICT COMMITTEE

APPENDIX B - COACHES AND ADVISOR'S STIPENDS

7/1/2017	POSITION	BASE	Α	В	C
WINTER SWIMMING	Head Coach	\$4,333	\$5,287	\$5,480	\$5,669
	Asst (1)	\$3,033	\$3,218	\$3,404	\$3,588
SKIING	Head Coach	\$2,942	\$3,126	\$3,313	\$3,498
GIRLS BASKETBALL	Head Coach	\$6,633	\$7,015	\$7,209	\$7,402
	Asst (1)	\$4,427	\$4,806	\$4,998	\$5,190
	Asst (2)	\$4,053	\$4,427	\$4,613	\$4,806
	Asst (3)	\$3,034	\$3,218	\$3,404	\$3,588
BOYS BASKETBALL	Head Coach	\$6,633	\$7,015	\$7,209	\$7,402
	Asst (1)	\$4,427	\$4,806	\$4,998	\$5,190
	Asst (2)	\$4,053	\$4,427	\$4,613	\$4,806
	Asst (3)	\$3,034	\$3,218	\$3,404	\$3,588
ICE HOCKEY	Head Coach	\$5,480	\$5,863	\$6,055	\$6,247
	Asst (1)	\$3,962	\$4,333	\$4,521	\$4,710
PHYSICAL CONDITIONING	Head Coach	\$2,104	\$2,290	\$2,476	\$2,660
·	······			<u> </u>	· · · · · · · · · · · · · · · · · · ·
INDOOR TRACK	Head Coach	\$4,333	\$5,287	\$5,480	\$5,669
· · · · · · · · · · · · · · · · · · ·	Asst (1)	\$3,962	\$4,333	\$4,521	\$4,710
	Asst (2)	\$3,962	\$4,333	\$4,521	\$4,710
TENNIS	Head Coach (Boys)	\$4,017	\$4,389	\$4,574	\$4,766
	Head Coach (Girls)	\$4,017	\$4,389	\$4,574	\$4,766
SOFTBALL	Head Coach	\$5,480	\$5,863	\$6,055	\$6,247
SOLIDAL	Asst (1)	\$4,241	\$4,613	\$4,806	\$4,998
· · · · · · · · · · · · · · · · · · ·	Asst (2)	\$3,126	\$3,498	\$3,683	\$3,869
	Asst (3)	\$3,126 \$3,126	\$3,498	\$3,683	\$3,869
BASEBALL	Head Coach	\$5,480	\$5,863	ėe off	46 545
DAJEDALE	Asst (1)	\$4,241	\$4,613	\$6,055 \$4,806	\$6,247 \$4,998
	Asst (2)	\$3,869	\$4,013	\$4,427	\$4,613
**************************************	Asst (3)	\$3,869	\$4,241	\$4,427 \$4,427	\$4,613
OUTDOOD TO ACIV	Hood Cook	AF 000	A C -	ÅF - C -	10:
OUTDOOR TRACK	Head Coach	\$5,383	\$5,769	\$5,960	\$6,152
	Asst (1)	\$3,962	\$4,333	\$4,521	\$4,710
	Asst (2) Asst (3)	\$3,962 \$3,777	\$4,333 \$4,146	\$4,521 \$4,333	\$4,710 \$4,521
	11	***************************************		***************************************	
MMER PHYSICAL CONITIONING	Head Coach	\$2,361	\$2,570	\$2,754	\$2,942

Proposed changes are shown as follows: inserted/new language in *bold italics*, and deleted language with a strikethrough. Page 4 of 5

BETWEEN

GREATER LAWRENCE REGIONAL FEDERATION OF TEACHERS AND THE

GREATER LAWRENCE REGIONAL TECHNICAL HIGH SCHOOL DISTRICT COMMITTEE

APPENDIX B - COACHES AND ADVISOR'S STIPENDS

4. The parties agree to incorporate these changes into the next revision of their collective bargaining agreement.

SIGNED IN DUPLICATE THIS 12^{th} day of June 2017.

FOR THE FEDERATION

Christopher Burke, President

Local 1707

FOR THE DISTRICT

John Lavoie, Superintendent/Director Greater Lawrence Technical High School

Proposed changes are shown as follows: inserted/new language in *bold italics*, and deleted language with a strikethrough.

BETWEEN

GREATER LAWRENCE REGIONAL FEDERATION OF TEACHERS AND THE

GREATER LAWRENCE REGIONAL TECHNICAL HIGH SCHOOL DISTRICT COMMITTEE

This MEMORANDUM OF AGREEMENT is entered into by and between the Greater Lawrence Regional Federation of Teachers, Local 1707, American Federation of Teachers (AFT), AFT Massachusetts, AFL-CIO (hereinafter, the "Federation") and the Greater Lawrence Regional Technical High School District Committee (herein after the "District").

WHEREAS, the Federation and the District entered into a collective bargaining agreement for the period July 1, 2017 through and including June 30, 2020; and

WHEREAS, the duly-authorized representatives of the Federation and the duly authorized representatives of the District have met, pursuant to Massachusetts General Laws, Chapter 150E, to negotiate a successor agreement; and

WHEREAS, said representatives of the Federation and the District have ratified and agreed to a successor agreement for the period of July 1, 2017, through and including June 30, 2020 which included certain changes to the Salary Schedule in Appendix A;

NOW, THEREFORE, in consideration of mutual promises and covenants, the parties hereto agree as follows:

- 1. The Collective Bargaining Agreement in effect for the period July 1, 2017 through and including June 30, 2020, shall be in full force and effect for the period July 1, 2017 through and including June 30, 2020, except as modified by this MEMORANDUM OF AGREEMENT.
- 2. Article 4, Paragraph 5 is amended to read:
 - 5. It is agreed that all members of Local 1707 hired on or before June 30, 2008 have been appropriately placed on the salary schedule attached hereto as Appendix A. Except for members on Step 13 All members of 1707 who were on the payroll as of June 30 of a given year and had been on said payroll prior to February 1 of said year shall move down one step on the vertical scale each succeeding year of the contract.
- 3. The parties agree to incorporate these changes into the next revision of their collective bargaining agreement.

Signed in duplicate this 18th day of April 2017.

FOR THE FEDERATION

FOR THE DISTRICT

Christopher Burke, President

Local 1707

John Lavoie, Superintendent/Director Greater Lawrence Technical High School